



Northeastern Catholic District School Board

RECRUITMENT AND SELECTION

Policy Number: P-9

Authority: 02-46/07-28/10-167/14-07/15-218/20-26/21-51/24-79

POLICY STATEMENT

The Northeastern Catholic District School Board (NCDSB) is committed to recruiting, hiring, and promoting the best, most qualified individuals to support the NCDSB's mission, vision, and strategic commitments. The NCDSB subscribes to the principles of fair, equitable, and transparent hiring practices in accordance with the Ontario Human Rights Code, the Board's historical rights under the Constitution Act, 1982, and the Education Act. The NCDSB expects its staff to abide by the teachings of the Roman Catholic Church and by word and example to help create and sustain a positive, productive Christian work environment.

REFERENCES

- Education Act
- Constitution Act, 1982
- Ontario Human Rights Code
- Ontario Accessibility Standards for Employment
- Policy Program Memorandum (PPM)
 - 165 Teacher Hiring Practices
- NCDSB Policy
 - P-5 Criminal Background Checks
 - P-6 Teacher Hiring Practices
- NCDSB Administrative Procedure

POLICY REGULATIONS

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- 1.0 The NCDSB will take matters of faith into account when recruiting and hiring teachers and any other employee. Wherever possible, feasible, and in accordance with availability, qualifications and competence, the NCDSB will exercise preference to favour committed and practicing Catholics in recruiting and hiring employees.
 - 2.0 Criteria and qualifications for positions will be established in a fair and equitable manner that focus on bona fide job requirements. Teacher candidate selection shall be based on a combination of their teaching qualifications, demonstrated experience, and commitment to creating a safe, inclusive, equitable, accessible and quality learning environment.

- 3.0 Employment policies and practices shall be non-discriminatory.
- 4.0 Recruitment for positions will be done as widely as it is appropriate to ensure that a varied group of applicants have the opportunity to apply.
- 5.0 The NCDSB will not discriminate in its hiring practices on the basis that the qualified applicant is related to a current or former employee. The Board is committed to the identification and removal of barriers for candidates from Indigenous and equity-seeking backgrounds to enter the teaching profession, within the context of the denominational rights of Catholic school board.
- 6.0 The Board is committed to a fair hiring process as >l(e)9 (b)-s (c)4h9 (e)9 (d67 0(e)-1 (s)2.10 (2 (l-2